

POULSBO DISTRIBUTION SCHEDULE

RESOLUTION NO. 2014-12

SUBJECT: Amending Salary and Wage Schedule for All City Employees

CONFORM AS TO DATES & SIGNATURES

- (X) Filed with the City Clerk: 08/27/2014
- (X) Passed by the City Council: 09/03/2014
- (X) Signature of Mayor
- (X) Signature of City Clerk
- () Publication: N/A
- (X) Effective: 09/03/2014

DISTRIBUTED COPIES AS FOLLOWS:

- () NK Herald:
- () Code Publishing – N/A
- () City Attorney
- () Civil Service Commission and/or Sec/Chief Examiner
- (X) Clerk's Department: Original
- () City Council
- () Finance:
- () Fire District No. 18
- () Mayor
- () Municipal Court
- () MRSC from website:
- () Parks/Recreation:
- () Planning/Building:
- () Police
- () Public Works
- (X) Posted to Library Drive and Website

Kylie Purves
City Clerk

September 11, 2014
Date

RESOLUTION NO. 2014-12

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, AMENDING THE SALARY AND WAGE SCHEDULE FOR ALL CITY EMPLOYEES ADOPTED BY ORDINANCE 84-57, AS LAST AMENDED BY RESOLUTION 2013-13.

WHEREAS, Ordinance No. 84-57 of the City of Poulsbo, passed by the City Council on December 12, 1984, established a salary and wage schedule for all City employees and provided for revisions to such schedule by resolution of the City Council; and

WHEREAS, the City Council desires to amend the Salary and Wage Schedule to reflect revisions to salaries of certain City employees, now therefore,

THE CITY COUNCIL OF THE CITY OF POULSBO, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. Salary and Wage Schedule Amended. The City of Poulsbo Salary and Wage Schedule for all City employees, adopted by Ordinance No. 84-57 and last amended by Resolution No. 2013-13, is hereby further amended to read as set forth on the attached Exhibit and incorporated herein by this reference as if fully set forth herein. The said schedule shall be the official City of Poulsbo Salary and Wage Schedule for all City employees. All compensation of City employees shall be in accordance with this schedule and any future amendments thereto.

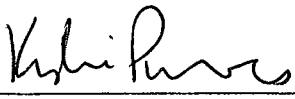
Section 2. Effective Date. All salaries and wages set forth on Exhibit A shall be effective as of September 1, 2014, unless another date is specified on the Exhibit.

RESOLVED this 3rd day of September, 2014.

APPROVED:


MAYOR, REBECCA ERICKSON

ATTEST/AUTHENTICATED:


CITY CLERK, KYLIE PURVES

FILED WITH THE CITY CLERK: 08/27/2014
PASSED BY THE CITY COUNCIL: 09/03/2014
RESOLUTION NO. 2014-12.

LONGEVITY

- A. All regular employees shall receive an additional pay increment beginning after completion of five (5) years of continuous employment. This increment shall be equal to one percent (1%) of earnings for each five (5) years of continuous service completed:

<u>Total Years Service</u>	<u>Additional Increment</u>
6-10 years	1%
11-15 years	2%
16-20 years	3%
21-25 years	4%
26-30 years	5%

Longevity calculation equals current year salary plus overtime from November 1st of the preceding year to October 31st of the current year multiplied by the eligible percentage. Longevity will not be calculated on vacation or sick leave cash-outs.

CITY OF POULSBO

2014 MANAGEMENT SALARY SCHEDULE
 Effective January 1, 2014, 2013 salary ranges increase by 2%

Classification		A	B	C	D	E	F
Police Chief	1	103,802	106,916	110,123	113,427	116,830	120,335
Finance Director	2	95,133	97,987	100,927	103,955	107,074	110,286
Planning Director	3	94,130	96,954	99,863	102,859	105,945	109,124
Deputy Chief	4	91,517	94,262	97,090	100,003	103,003	106,093
Park and Recreation Director	5	91,132	93,866	96,682	99,582	102,569	105,647
City Engineer	6	89,378	92,059	94,821	97,666	100,596	103,614
Assistant City Engineer	7	78,636	80,995	83,425	85,928	88,506	91,161
IT Manager	8	76,035	78,316	80,665	83,085	85,578	88,145
PW Superintendent	9	72,870	75,056	77,308	79,627	82,016	84,476
City Clerk	10	72,737	74,919	77,167	79,482	81,866	84,322
Human Resources Manager	11	72,693	74,874	77,120	79,434	81,817	84,271
Court Administrator	12	71,281	73,419	75,622	77,891	80,228	82,635
Civil Engineer	13	66,294	68,283	70,331	72,441	74,614	76,853
Accounting Manager	14	63,829	65,744	67,716	69,747	71,839	73,994
IT Senior Technician	15	58,329	60,079	61,881	63,737	65,649	67,619
Office Manager	16	52,732	54,314	55,943	57,621	59,350	61,131

2014 NON-REPRESENTED HOURLY EMPLOYEES
 Effective January 1, 2014, 2013 wage rates increase by 2%

Classification		A	B	C	D	E	F
Preschool Assistant	1	11.28	11.77	12.20	12.70	13.21	13.73
Receptionist	2	12.16	12.54	12.87	13.27	13.69	14.09
	3	14.30	14.90	15.45	16.10	16.75	17.41
Preschool Coordinator	4	14.54	15.12	15.72	16.34	17.01	17.70
Custodian	5	18.77	19.31	19.92	20.51	21.13	21.73
Office Clerk II	6	20.37	20.98	21.62	22.27	22.92	23.58
Administrative Assistant	7	22.04	22.72	23.38	24.07	24.81	25.56
Community Service Officer	8	22.38	23.05	23.78	24.49	25.20	26.00
Recreation Programmer	9	24.17	24.92	25.66	26.43	27.20	28.04
	10	27.86	28.69	29.55	30.44	31.37	32.29

2014 ELECTED/APPOINTED OFFICIALS

*Effective January 1, 2014, 2013 wage rates increase by 2%

City Council - Position 1-7	\$ 6,000 Annual
Mayor	\$ 70,371 Annual*
Judge	\$ 54,523 Annual*

2014 CASUAL LABOR WAGE SCALE

	A	B	C	D	E	F
1	9.32	9.40	9.45	9.50	9.75	10.00
2	10.25	10.50	10.75	11.00	11.25	11.50
3	11.75	12.00	12.25	12.50	12.75	13.00
4	13.50	14.00	14.50	15.00	15.50	16.00
5	16.50	17.00	17.50	18.00	18.50	19.00
6	19.50	20.00	20.50	21.00	21.50	22.00
7	22.50	23.00	23.50	24.00	24.50	25.00
8	25.50	26.00	26.50	27.00	27.50	28.00
9	29.00	30.00	31.00	32.00	33.00	34.00
10	35.00	36.00	37.00	38.00	39.00	40.00
11	41.00	42.00	43.00	44.00	45.00	46.00
12	46.50	47.00	48.00	49.00	50.00	51.00
13	55.00	60.00	65.00	70.00	75.00	80.00
14	85.00	90.00	95.00	100.00	115.00	125.00

CITY OF POULSBO

2014 TEAMSTERS LOCAL #589 (Admin/Public Works) SALARY SCHEDULE

Effective January 1, 2014, 2013 wage rates increase by 2%.

Classification		A	B	C	D	E	F
Receptionist	1	13.42	13.83	14.26	14.69	15.10	15.57
	2	13.71	14.11	14.50	14.98	15.42	15.91
	3	13.99	14.37	14.80	15.27	15.72	16.20
	4	14.26	14.69	15.10	15.58	16.03	16.53
	5	14.50	14.98	15.42	15.91	16.33	16.88
	6	14.83	15.28	15.74	16.21	16.68	17.21
	7	15.10	15.58	16.03	16.53	17.01	17.53
	8	15.42	15.91	16.33	16.88	17.34	17.89
	9	15.74	16.21	16.69	17.21	17.72	18.23
	10	16.03	16.55	17.03	17.53	18.07	18.60
	11	16.39	16.88	17.35	17.89	18.44	19.00
	12	16.69	17.21	17.72	18.23	18.80	19.36
	13	17.03	17.54	18.07	18.62	19.19	19.75
	14	17.35	17.89	18.45	19.01	19.58	20.15
	15	17.73	18.23	18.80	19.36	19.95	20.54
	16	18.07	18.62	19.19	19.75	20.35	20.98
	17	18.45	19.01	19.58	20.15	20.75	21.37
	18	18.81	19.36	19.95	20.55	21.17	21.78
Custodian, Grounds Maintenance Tech I	19	19.21	19.75	20.37	20.98	21.61	22.26
Accounting Clerk, Office Clerk I	20	19.58	20.15	20.75	21.37	22.04	22.71
Office Clerk II	21	19.95	20.55	21.19	21.79	22.46	23.14
Police Clerk	22	20.37	20.98	21.62	22.27	22.92	23.58
Building Permit Specialist	23	20.78	21.38	22.04	22.71	23.37	24.07
Grounds Maintenance Tech II	24	21.19	21.79	22.48	23.15	23.82	24.56
Maintenance Technician I, Administrative Ass't	25	21.62	22.26	22.91	23.59	24.33	25.03
Judicial Specialist	26	22.04	22.72	23.38	24.07	24.81	25.56
Accounting Technician, Contract Admin/Acct	27	22.48	23.15	23.82	24.56	25.30	26.08
Deputy City Clerk	28	22.91	23.59	24.33	25.03	25.79	26.60
	29	23.38	24.08	24.81	25.56	26.31	27.12
	30	23.85	24.57	25.30	26.08	26.85	27.63
Support Services Manager, Recreation Programmer	31	24.33	25.03	25.80	26.60	27.40	28.19
Engineering Technician, Maintenance Tech Senior	32	24.82	25.58	26.32	27.12	27.92	28.77
	33	25.31	26.08	26.86	27.64	28.50	29.33
Mechanic, Maintenance Mechanic	34	25.80	26.61	27.41	28.19	29.06	29.93
Field Inspector	35	26.32	27.13	27.93	28.78	29.64	30.48
Sr Field Inspector	36	26.87	27.64	28.52	29.33	30.24	31.14
Engineering Senior Technician	37	27.41	28.19	29.05	29.93	30.83	31.75
Building Inspector	38	27.93	28.78	29.65	30.52	31.46	32.39
Associate Planner	39	28.50	29.36	30.24	31.14	32.10	33.03
Public Works Foreman	40	29.07	29.96	30.83	31.75	32.72	33.68

2014 POULSBO POLICE OFFICERS ASSOCIATION (PPOA) SALARY SCHEDULE

Effective January 1, 2014, 2013 wage rates increase by 2 ½% per union contract.

Classification		A	B	C	D	E	F
Police Officer	1	30.66	31.53	32.49	33.49	34.47	35.48
Police Sergeant	2	36.07	37.12	38.24	39.40	40.59	41.82

Probationary entry-level Police Officers shall be paid 85% of step "A". After satisfactory completion of the Police Academy or six months of employment, whichever occurs first, the employee shall be paid one hundred percent (100%) of step "A". The 85% rate shall apply towards the twelve months of step "A".